



U.S. DEPARTMENT OF
ENERGY

Office of Economic Impact and Diversity

Office of Economic Impact and Diversity

2018 – 2021 Accomplishments

Since joining the Office of Economic Impact and Diversity (ED) in April of 2018 following his Senate confirmation, Director James Campos has led numerous cutting-edge initiatives that have transformed the way his office does business. His external statutory focus on ensuring that the minority community is able to participate fully in the energy sector is highlighted by ED's issuance of its first competitive Funding Opportunity Announcement in the amount of four million dollars, and his launching of an Equity in Energy Initiative.™ The Director's commitment to ensuring prompt, fair, and equal treatment of all Department of Energy (DOE) employees, stakeholders, and beneficiaries of federal financial assistance related to the execution of the agency's mission is shown by his creation of a Corporate Reasonable Accommodation Program for the agency, his decision to double the number of Title IX Compliance Reviews, and his new focus on enforcing Title VI of the Civil Rights Act of 1964.



"Transformation" - Office of Economic Impact and Diversity

Director Campos envisioned and led restructuring of his office during 2019-2020 to better meet ED's congressional mandates. **ED's strategic organizational changes include:**

- Recruited and on-boarded all key leaders for the first time in four years.
- Established the **Energy Workforce Division** to enhance support of minority business enterprises (MBEs) and underrepresented groups seeking participation in the energy sector.
- Established a Corporate Reasonable Accommodation/Personal Assistance Program and drafted and oversaw the issuance of the first Secretarial Policy Statement on Employment Advancement for Persons with Disabilities.
- Received Secretarial approval to realign EEO, Civil Rights and Diversity and Inclusion functions of DOE field site EEO Offices (except the National Nuclear Security Administration and with a hybrid model for the Power Marketing Administrations (PMAs) that only includes the civil rights complaint processing) under the ED umbrella to create a national community of practice.

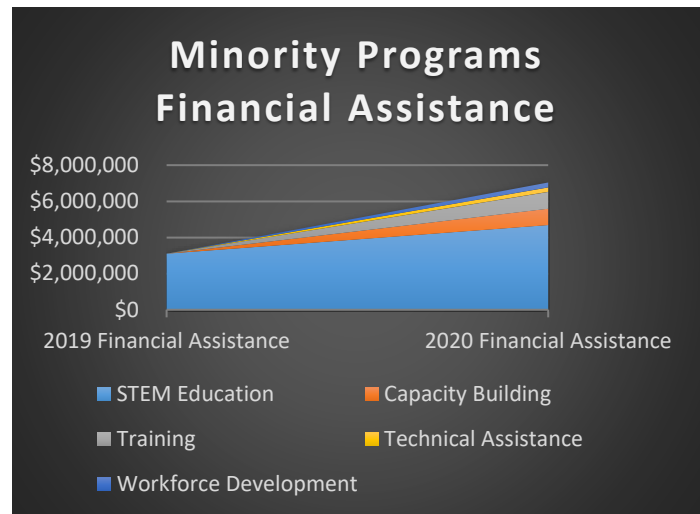


Ann Augustyn, Principal Deputy, ED

The Evolution of “Equity in Energy”



The Pillars of Equity in Energy



Funding Allocations (As of MAY 2020)

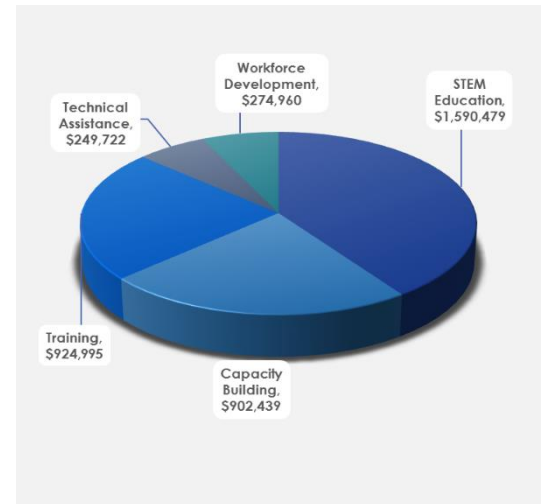
Director Campos has championed his “Equity in Energy” initiative with great success in expanding partnerships with Minority Serving Institutions (MSIs) and minority businesses throughout our nation’s energy sector. He appointed 25 leaders from Academia and Corporate America to serve as Ambassadors and 9 Senior Leaders in the DOE to serve as Champions for the Equity in Energy Initiative™. ED has more than doubled available financial assistance over the past two years at his direction. Director Campos has also expanded the geographic reach and focus of this assistance as depicted in the graph and summary table.

Equity in Energy Deliverables (2018 - 2021)

STEM Enhancement	Technical Assistance	Supplier Diversity	Energy Affordability	Workforce Development
<ul style="list-style-type: none"> ► ED obligated more than \$4.6 million to support: <ul style="list-style-type: none"> • 12 Historically Black Colleges and Universities (HBCUs). • 2 Hispanic-Serving Institutions (HSIs). • 2 Asian American- and Native American Pacific Islander-Serving Institutions (AANAPISI). ► ED hosted 155 student interns (out of 2600 applicants) since 2018 in support of DOE’s Minority Educational Institution Student Partnership Program (MEISPP). 	<ul style="list-style-type: none"> ► ED helped create an online Diversity “Toolkit” ► MEWT (Minority Education, Workforce, and Training Program) projects will train cybersecurity professionals from underrepresented minority and veteran groups. ► MEWT projects will implement DOE’s Cybersecurity Energy Sector experiential learning modules. 	<ul style="list-style-type: none"> ► Hosted DOE’s first Minority Business Industry Day. ► MEWT projects will support minority business enterprises applying for SBIR and STTR programs. ► MEWT will develop job readiness training and placement for underserved communities. ► Supported White House HBCU Cluster for Government Contracting and Economic Development. 	<ul style="list-style-type: none"> ► MEWT projects will help equip energy policymakers with data and analysis that advance policies and forge partnerships that improve underrepresented minorities’ access and inclusion in the energy economy. ► ED developed an Energy Affordability Resource Map that connects individuals to federal, state, and local energy assistance programs. 	<ul style="list-style-type: none"> ► MEWT projects serve over 60 Qualified Opportunity Zones (QOZs). ► ED created an online “Veterans in Energy Resource Map” captures workforce development programs that provide job programs spread across the United States ► ED created an online Women in Energy workforce programs map aimed at increasing access for women to enter the energy industry.

"Equity in Energy" - Minority Education, Workforce, and Training Program (MEWT)

The Office of Economic Impact and Diversity (ED) achieved a significant milestone under the leadership and vision of Director James Campos by successfully awarding ten cooperative agreements on April 15, 2020 to commence the Department of Energy's Minority Education, Workforce, and Training Program (MEWT). These awards (as issued by the Office of Procurement Services, MA-642.2) totaled approximately \$4 million and were the first use of competitive acquisition procedures within ED's 40-year history. These awards support each of the five Pillars of "Equity in Energy".



Innovation - Office of Economic Impact and Diversity

Diversity & Inclusion Toolkit

ED helped finance the creation of a free online "Toolkit" that shares best practices and data to help companies, regulatory agencies, suppliers, and individuals advance their Diversity & Inclusion efforts, enhance their recruiting options and success, and add to their knowledge of Diversity & Inclusion in the utilities and communications industries (<https://diversitytoolkit.com/>).

Micro Innovation Accelerator Program

ED is working to establish agreements with universities and industry leaders that will offer a curriculum of STEM, business, and leadership related courses to economically disadvantaged students at significantly reduced prices.

Returning Citizens Program

ED is working to establish partnerships with community workforce development programs and trade associations that will train returning citizens in high demand jobs like HVAC technicians, CDL drivers, welders, solar installers, and automobile technicians.

Leveraging Technology

ED has taken the Administration's priority of leveraging technology to maximize efficiencies very seriously and has made exceptional strides in the implementation of new practices that includes:

- Implemented security controls, processes, and procedures to ensure compliance with the Privacy Act of 1974.
- Implemented Smartsheets to track deliverables and enhance timeliness.

White House and Federal Interagency Initiatives

Director Campos successfully led several initiatives on behalf of DOE and in collaboration with other federal agencies to move significant goals of the Administration forward. Some of these are listed below and other initiatives include: The White House Council of Eliminating Regulatory Barriers to Affordable Housing, Federal Interagency Council on Crime Prevention and Improving Reentry (FICCPIR) and Hispanic Prosperity Initiative. The Office of ED is represented in the working group on the USDA/DOE Memorandum of Understanding (MOU) and the White House Office of Science and Technology Innovation Ecosystem Policy Coordination Committee.

The Office of ED executed a Memorandum of Understanding with The Minority Business Development Agency (MBDA) at the Department of Commerce, a significant interagency partnership, to promote data driven policies to increase opportunities for diverse businesses throughout the energy supply chain, and to share resources for the benefit of Minority Business Enterprises and facilitate improved access to industries and subsectors within the energy sector, build awareness, capacity, and create pathways to opportunities to supply chain stakeholders.

White House Opportunity and Revitalization Council:

In his role as the DOE's Point of Contact for the White House Opportunity and Revitalization Council, Director Campos worked with the Office of Procurement, encouraging them to issue guidance to the DOE and National Nuclear Security Administration (NNSA) Contracting Officers (COs) to determine whether and how they can prioritize support for urban and economically distressed areas, including Qualified Opportunity Zones, and best achieve their financial assistance program's objectives. The Office of Procurement issued a Financial Assistance Letter in March 2020, together with a Program Policy Flash, announcing that the DOE and NNSA may develop "Program Policy Factors" for insertion in their future Funding Opportunity Announcements (FOA). Through these efforts, DOE and NNSA have announced 24 Funding Opportunity Announcements with an estimated grant funding of \$100 million. Additionally, ED issued four grants totaling almost \$2 million in April 2020 for projects in Qualified Opportunity Zones. These projects were included in the "Best Practices" Manual sent to President Trump to recognize DOE's efforts in spurring economic development in Qualified Opportunity Zones.

White House Initiatives that Support MSIs:

The Director serves as the Department of Energy's liaison to the White House Interagency Working Groups, which includes the following Initiatives:

- **The White House Initiative on Asian Americans and Pacific Islanders** works to improve the quality of life for this community through increased access to and participation in federal programs.
- **The White House Initiative on American Indian and Alaska Native Education** seeks to support activities that will strengthen the nation by expanding education opportunities and improving education outcomes for all students in this category.
- **The White House Initiative on Educational Excellence for Hispanics** works directly with stakeholders, linking together key individuals and organizations from across the country to increase awareness of educational inequalities that persist and communicate and share programs and resources available to the Hispanic community.
- **The White House Initiative on Historically Black Colleges and Universities** works with federal agencies, private-sector employers, educational associations, philanthropic organizations, and other partners to increase the capacity and competitiveness of these schools to provide the highest-quality education to an increasing number of students.

Internal & External Stakeholder Engagements

ED coordinated numerous events to further the access of opportunities for Minority Servicing Institutions (MSIs), minority businesses, and our internal DOE employees, including:

- DOE's first **Minority Business Industry Day** with minority businesses and MSIs to promote interest and access for agencies seeking opportunities with DOE program offices and the national laboratories.
- The **Advancing Research and Technology in the Sciences (ARTS) Forum** which allowed MSIs to meet DOE program offices and national laboratories and consider potential partnering opportunities.
- The **6th Annual STEM Symposium and College Fair**, at the **Hampton Roads Convention Center**, which is designed to inspire and motivate youth by building their awareness of STEM, and assisting in shaping their career aspirations by presenting career opportunities within the field.
- **National Sponsored Programs Administrators Alliance (NSPAA) Technical Assistance Workshop (TAW)** in New Orleans, Louisiana in collaboration with the Management Acquisition Office.
- **Fort Valley State University's (FVSU) Cooperative Developmental Energy Program** students came to the DOE to meet DOE employees from the offices of SC, EM, EERE, FE and ED to gain an appreciation of the opportunities that the Department has to offer.



Promoting Equality and Advancing Enforcement and Compliance

- ED spearheaded a collaborative effort with the National Nuclear Security Administration Office of Civil Rights to develop and launch a comprehensive harassment prevention training mandatory for all DOE federal employees, which included expanded content on the prevention of sexual harassment.
- ED participated in a Government Accountability Office (GAO) audit on the subject of “SEXUAL HARASSMENT IN STEM RESEARCH: Agencies Have Taken Actions, but Need Complaint Procedures, Overall Plans, and Better Collaboration (GAO-20-187),” along with four other Federal agencies. Based on GAO recommendations, ED has developed and published Title IX Promising Practices, which will serve as a valuable resource for recipients of DOE financial assistance, and Title IX Complaint Procedures.
- In FY '20, ED elected to double the number of Title IX (Title IX of the Education Amendments of 1972) compliance reviews it would undertake from two statutorily required reviews per year to four reviews. This was intended to enable ED to increase the footprint of its Title IX compliance and enforcement activities. Due to the pandemic, ED has changed its onsite compliance review model to allow for virtual Title IX compliance reviews to be conducted and extended the timeline for completion of the compliance reviews to FY '21.
- In FY '20, ED initiated its first compliance review pursuant to Title VI of the Civil Rights Act of 1964. This Title VI review will lay the foundation for future Title VI compliance reviews.
- Early on in the pandemic, ED has made great strides in digitizing the Department's equal employment opportunity complaint process, which has enabled DOE employees to have continued access to the EEO complaint process to preserve their rights under civil rights statutes.
- ED developed and deployed four state of the art in-person EEO trainings: EEO Compliance for Managers and Supervisors; EEO Compliance for DOE Employees; Sexual Harassment Prevention; and Workplace Harassment. Due to the pandemic, ED is transitioning to providing these modules via a digital platform to allow employees, supervisors, and managers continued access to this training material.
- ED has sponsored successful and high visibility special observances and special emphasis programs for the DOE community, which have included Keynote/Guest Speakers, such as J.C. Watts, Kay Coles James, Dr. Alveda C. King, Rodney Ellis, Joe Cortez, Hector Barreto, Carrie Billy, Dr. Roslyn Artis, Mr. Thomas W. Dortch, and Ms. Paula Glover, to name a few.